

OFFICIAL FILE COPY

UNITED STATES MARINE CORPS

COMMANDER, MARINE FORCES RESERVE
4400 DAUPHINE STREET
NEW ORLEANS, LOUISIANA 70146-5400



ForO 1080R.2
G-1M
18 Dec 98

FORCE ORDER 1080R.2

From: Commander
To: Distribution List

Subj: GLOBAL JOIN POLICY FOR PRIOR-SERVICE MARINES TRAINED IN
CRITICAL MILITARY OCCUPATIONAL SPECIALTIES (MOS)

Ref: (a) MCO P1001R.1G (MCRAMM)

1. Purpose. To promulgate guidance and instructions for joining and subsequent off-site drilling of reservists who possess critical MOS's.

2. Background. A recent in-depth analysis of current Marine Corps war fighting requirements for maintenance MOS's determined that under current policies, Marine Forces Reserve cannot meet the requirement for qualified Marines to augment or reinforce the active component in certain technical MOS's. A review of Marines leaving active duty with identified critical MOS's indicates sufficient numbers of prior-service Marines are geographically located near reserve centers. However, in almost all instances, these Marines are beyond commuting distance to a unit that rates their particular MOS. The Marine Corps has invested considerable training dollars and time on Marines to make them technically proficient in their MOS. However, in order for them to continue their service to the Corps, many have been required to drop their critical MOS and obtain one matching the local unit's T/O and needs.

3. Policy

a. In order to meet our wartime requirement, Marine Forces Reserve will authorize the joining of prior service Marines who possess specified critical MOS's and allow them to off-site drill at their nearest reserve training center (RTC). Because this initiative is to serve as a courtesy to drilling reservists, the provisions of paragraph 3201.2D of the reference do not apply.

ForO 1080R.2

18 Dec 98

b. Initially, this Order will only apply to ten maintenance MOS's. This program may be expanded to other critical MOS's in the future.

c. The ten identified MOS's are:

- 2131 (Towed Artillery Systems Technician)
- 2141 (Assault Amphibious Vehicle Repairer/Technician)
- 2146 (Main Battle Tank Repairer/Technician)
- 2147 (Light Armored Vehicle Repairer/Technician)
- 2171 (Electro Optical Ordnance Repairer)
- 2811 (Telephone Technician)
- 2821 (Computer Technician)
- 2832 (Multi-Channel Equipment Technician)
- 2841 (Ground Radio Repairer)
- 2861 (Radio Technician)

d. Prior-service recruiters may recruit prior-service Marines trained in any of the listed MOS's who are unable to join their local reserve unit due to MOS mismatch.

e. Marines may conduct "off-site" drills at the SMCR unit geographically closest to their home. The Marine will participate with the "off-site" location for only non-MOS related training (swim qual, rifle range, BST/EST, etc.), but will remain OPCON to the "host-site" command for participation on contact teams, annual training, and crisis mobilization. "Host-site" Commanding Officers will be responsible for joining the Marine and making diary entries, recording drill attendance (based on input from the "off-site" commander), funding ADSW, travel, per diem, applying resulting manpower towards sorts readiness, and providing the career length issue of 782 gear. "Off-site" commanders will provide a home for the Marine and "host-site" commanders will ensure the Marine is employed in their critical MOS. Direct liaison is authorized and encouraged between the "host-site" and "off-site" commanders for a smooth transition and proper execution of this policy.

f. It is our duty to employ Marines as efficiently as possible. Prior-service Marines trained in one of the critical MOS's, and otherwise qualified, will not be denied the opportunity to continue their service due to geographic location or MOS mismatch. We need qualified personnel to meet our peacetime and wartime requirements. Systematic problems may occur as we move forward with this initiative.

4. Action. Your personal attention will eliminate most problems encountered and more importantly, help reduce a critical shortfall in manpower and loss of valuable training time and resources.

a. AC/S G-1. Develop recruiting plans to support this initiative. Monitor and refine join procedures and accountability methods for those Marines drilling at host units as required.

b. AC/S G-3. Analyze and identify critical MOS's in conjunction with MSC's requests to expand this program for MOS's not listed in paragraph 3c. Coordinate with G-1 in determining the ability to recruit identified vacancies.

c. Commanding General, Fourth Force Service Support Group. Direct site commanders to join and manage prior-service Marines trained in one of these critical MOS's by accomplishing the following:

(1) Identify critical line numbers and MOS's and provide requested needs to Marine Forces Reserve AC/S, G-1 for recruiting action by prior-service recruiters.

(2) Initially join the Marine to the host-site.

(3) Because the join entry will automatically change the individual location of the Marine to reflect the location of the RU MCC, the unclassified location of that Marine's actual duty location must be reported using "TTC 135 000" in the join entry. Additionally, this will assist in managing the location of off-site drilling Marines.

(4) Maintain service record books, and coordinate all audit requirements with the host-site.

(5) Provide the host-site commanders a muster sheet listing all Marines drilling at their site, to include those who will not attend due to contact teams, annual training, and crisis mobilization prior to each-scheduled host-site drill.

(6) Coordinate with all host-site commanders to ensure documentation on all reportable events (i.e. PFT, rifle qual, etc.) are received for reporting in a timely manner.

(7) Schedule and fund all annual active duty training requirements.

ForO 1080R.2

18 Dec 98

(8) Schedule and fund all specialized skill training.

(9) Coordinate with off-site commander to provide 782 gear.

(10) Assume reporting responsibility for annual performance evaluation reports.

b. Commanding Generals, Fourth Marine Division and Fourth Marine Aircraft Wing and Commanding Officers, Force-Level Units. Direct subordinate commander/site commander to:

(1) Coordinate with the host-site commander to ensure receipt of unit muster sheets prior to the commencement of scheduled drills.

(2) Mail monthly drill notice to off-site drilling reservist.


(3) Forward to the host-site commander documentation on all reportable unit diary items.

(4) Assume jurisdiction over reservists off-site drilling per paragraph 5003 of the reference.

(5) Assume responsibility for all basic individual training requirements (MBST, PFT, marksmanship, etc.) and forward results to the host-site for unit diary reporting.

c. Commanding General, Marine Corps Reserve Support Command. Aggressively globally recruit Marines with critical MOS's identified in paragraph 3c. Coordinate as necessary, with host-site commanders to manage the unique administrative requirements and maintain T/O strengths.

5. Reserve Applicability. This Manual is applicable to the Marine Corps Reserve.


D. R. SELVAGE
Chief of Staff

Distribution: B

ADMINISTRATIVE MESSAGE

ROUTINE

R 050530Z OCT 98 ZYB

FM COMMARFORRES//G-1P

TO AIG ONE THREE SEVEN SEVEN FIVE

UNCLAS //N01040//

MSGID/GENADMIN/COMMARFORRES//

SUBJ/GLOBAL JOIN POLICY FOR PRIOR-SERVICE MARINES TRAINED IN
/CRITICAL MAINTENANCE MILITARY OCCUPATIONAL SPECIALITY (MOS)//

REF/A/DOC/CMC/950726/RAP//

AMPN/REF A IS MCO P1001.1R//

POC/G.S. BENNETT/MAJ/G-1M/-/TEL:(504) 678-5604/TEL:DSN 678-5604//

RMKS/1. PURPOSE. PROVIDE COMMAND GUIDANCE FOR JOINING AND
SUBSEQUENT OFF-SITE DRILLING OF RESERVISTS WHO POSSESS CRITICAL MAINTENANCE MOS'S

2. BACKGROUND.

A. AN IN-DEPTH ANALYSIS OF CURRENT MARINE CORPS WARFIGHTING REQUIREMENTS FOR CERTAIN MAINTENANCE MOSS HAS RECENTLY BEEN COMPLETED. UNDER CURRENT POLICIES, MARINE FORCES RESERVE CANNOT MEET THE REQUIREMENT FOR QUALIFIED MARINES TO AUGMENT OR REINFORCE THE ACTIVE COMPONENT DUE TO THE INABILITY TO RECRUIT AND TRAIN NONPRIOR SERVICE MARINES IN CERTAIN TECHNICAL MOS.

B. A REVIEW OF MARINES LEAVING ACTIVE DUTY WITH THESE CRITICAL MOSS INDICATES SUFFICIENT NUMBERS OF PRIOR-SERVICE MARINES ARE GEOGRAPHICALLY LOCATED NEAR RESERVE CENTERS. HOWEVER, IN ALMOST ALL INSTANCES, THESE MARINES ARE BEYOND COMMUTING DISTANCE TO A 4TH MAINTENANCE BATTALION SITE, BUT NEAR ANOTHER MARINE FORCES RESERVE UNIT. THE MARINE CORPS HAS INVESTED TENS OF THOUSANDS OF DOLLARS TRAINING THESE MARINES IN THEIR TECHNICAL MOS. CURRENTLY, IN ORDER FOR THEM TO CONTINUE THEIR SERVICE TO THE CORPS, THEY HAVE BEEN REQUIRED TO DROP THE MAINTENANCE MOS AND OBTAIN ANOTHER MOS MATCHING THE UNIT'S T/O

3. DISCUSSION.

A. IN ORDER TO MEET OUR WARTIME REQUIREMENT, MARINE FORCES RESERVE IS INSTITUTING A POLICY OF JOINING PRIOR SERVICE MARINES WHO POSSESS SPECIFIED CRITICAL MAINTENANCE MOSS TO 4TH MAINTENANCE BATTALION AND ALLOWING THEM TO OFF-SITE DRILL AT THE NEAREST RTC. BECAUSE THIS INITIATIVE IS TO SERVE AS A COURTESY TO DRILLING RESERVISTS, THE PROVISIONS OF PARAGRAPH 3201.2D OF THE REFERENCE DO NOT APPLY.

B. INITIALLY, THIS POLICY WILL APPLY TO 4TH MAINTENANCE BATTALION. BASED ON THE SUCCESS OF THE PROGRAM, THE PROGRAM COULD BE EXPANDED TO CRITICAL MOSS IN OTHER UNITS OF THE MARINE FORCES RESERVE.

C. WE HAVE IDENTIFIED TEN CRITICAL MAINTENANCE MOSS FOR WHICH PRIOR SERVICE MARINES ARE AN AVAILABLE RESOURCE. THE TEN MOS' ARE:

2131 (TOWED ARTILLERY SYSTEMS TECHICIAN),

2141 (ASSAULT AMPHIBIOUS VEHICLE REPAIRER/TECHNICIAN),

2146 (MAIN BATTLE TANK REPAIRER/TECHNICIAN),
2147 (LIGHT ARMORED VEHICLE REPAIRER/TECHNICIAN),
2171 (ELECTRO OPTICAL ORDNANCE REPAIRER),
2811 (TELEPHONE TECHNICIAN),
2821 (COMPUTER TECHNICIAN),
2832 (MULTI-CHANNEL EQUIPMENT TECHNICIAN),
2841 (GROUND RADIO REPAIRER), AND
2861 (RADIO TECHNICIAN).

D. THE PRIOR-SERVICE RECRUITERS, AFTER CONSULTATION BETWEEN THE PRIOR SERVICE RECRUITER REGIONAL OIC (REGIONAL OFFICE) AND THE COMMANDING OFFICER, 4TH MAINTENANCE BATTALION WILL RECRUIT TO 4TH MAINTENANCE BATTALION PRIOR-SERVICE MARINES TRAINED IN ONE OF THESE MOS' WHO ARE NOT ABLE TO JOIN A LOCAL RESERVE UNIT BECAUSE THE NEAREST UNIT DOES NOT RATE THEIR MOS. POC AT THE 4TH MAINTENANCE BATTALION IS GYSGT K. D. NUTTER AT (704) 598-0015.

E. THESE MARINES WILL DRILL "OFF-SITE" AT THE MARFORRES UNIT GEOGRAPHICALLY CLOSEST TO HIS OR HER HOME LOCATION. THE MARINE WILL PARTICIPATE WITH THE "OFF-SITE" LOCATION FOR NON-MOS RELATED TRAINING (SWIM QUAL, RIFLE RANGE, BST/EST, ETC.), BUT WILL REMAIN OPCON TO 4TH MAINTENANCE BATTALION FOR PARTICIPATION ON MAINTENANCE CONTACT TEAMS, ANNUAL TRAINING, AND CRISIS MOBILIZATION. COMMANDING OFFICER, 4TH MAINTENANCE BATTALION WILL BE RESPONSIBLE FOR JOINING THE MARINE AND MAKING DIARY ENTRIES, RECORDING DRILL ATTENDANCE (BASED ON INPUT FROM SITE COMMANDER) AND FUNDING ADSW, TRAVEL, PER DIEM, APPLYING RESULTING MANPOWER TOWARDS SORTS READINESS, PROVIDING THE CAREER LENGTH ISSUE OF 782 GEAR. BOTTOM LINE: SITE COMMANDERS WILL PROVIDE A HOME FOR THE MARINE AND MAINTENANCE BATTALION WILL MAKE SURE THE MARINE IS EMPLOYED IN HIS/HER MOS. DIRECT LIAISON IS AUTHORIZED BETWEEN THE SITE COMMANDER AND THE COMMANDING OFFICER, 4TH MAINTENANCE BATTALION FOR COORDINATION.

4. ACTION. I WANT MY GUIDANCE UNDERSTOOD CONCERNING THIS MANPOWER PROGRAM. IT IS OUR DUTY TO EMPLOY OUR MOST PRECIOUS RESOURCE, OUR MARINES, AS EFFICIENTLY AS POSSIBLE. PRIOR-SERVICE

MARINES TRAINED IN ONE OF THE CRITICAL MOSS, AND OTHERWISE QUALIFIED, WILL NOT BE DENIED THE OPPORTUNITY TO CONTINUE THEIR SERVICE TO THE CORPS AND COUNTRY MERELY DUE TO GEOGRAPHIC LOCATION OR MOS MISMATCH. WE NEED QUALIFIED PERSONNEL TO MEET OUR PEACETIME AND WARTIME REQUIREMENTS. UNDOUBTEDLY, MINOR PROBLEMS WILL OCCUR AS WE MOVE FORWARD. HOWEVER, I EXPECT THIS GUIDANCE TO BE DISSEMINATED TO EVERY COMMAND, INSPECTOR-INSTRUCTOR STAFF, AND PRIOR SERVICE RECRUITING SITE. YOUR PERSONAL ATTENTION WILL SOLVE ANY PROBLEMS ENCOUNTERED AND HELP REDUCE A CRITICAL SHORTFALL IN MANPOWER AND LOSS OF VALUABLE TRAINING TIME AND RESOURCES.

A. COMMANDING GENERAL, 4TH FORCE SERVICE SUPPORT GROUP. DIRECT THE COMMANDING OFFICER, 4TH MAINTENANCE BATTALION TO JOIN AND MANAGE PRIOR-SERVICE MARINES TRAINED IN ONE OF THESE CRITICAL MOSS BY ACCOMPLISHING THE FOLLOWING:

(1) IDENTIFY LINE NUMBERS AND MOSS TO PRIOR-SERVICE RECRUITERS.

(2) INITIALLY JOIN THE MARINE TO THE COMMANDING OFFICER, 4TH MAINTENANCE BATTALION.

(3) BECAUSE THE JOIN ENTRY WILL AUTOMATICALLY CHANGE THE INDIVIDUAL LOCATION OF THE MARINE TO REFLECT THE LOCATION OF THE RU MCC, THE UNCLASSIFIED LOCATION OF THAT MARINE'S ACTUAL DUTY LOCATION MUST BE REPORTED USING TTC 135 000 IN THE JOIN ENTRY. ADDITIONALLY, THIS WILL ASSIST IN MANAGING THE LOCATION OF OFF-SITE DRILLING MARINES.

(4) MAINTAIN SERVICE RECORD BOOKS, AND COORDINATE ALL AUDITS REQUIREMENTS WITH THE HOST UNIT.

(5) PRODUCE AND PROVIDE THE HOST SITE COMMANDERS A MUSTER

SHEET LISTING ALL MARINES DRILLING AT HIS/HER SITE, TO INCLUDE THOSE WHO WILL NOT ATTEND DUE TO MAINTENANCE CONTACT TEAMS, ANNUAL TRAINING, AND CRISIS MOBILIZATION PRIOR TO EACH SCHEDULED HOST SITE DRILL.

(6) COORDINATE WITH ALL HOST SITE COMMANDERS TO ENSURE DOCUMENTATION ON ALL REPORTABLE EVENTS (I.E. PFT, RIFLE QUAL, ECT.) ARE RECEIVED FOR REPORTING IN A TIMELY MANNER.

(7) SCHEDULE AND FUND ALL ANNUAL ACTIVE DUTY TRAINING REQUIREMENTS.

(8) SCHEDULE AND FUND ALL SPECIALIZED SKILL TRAINING.

(9) COORDINATE WITH SITE COMMANDER TO PROVIDE 782 GEAR.

(10) ASSUME REPORTING RESPONSIBILITY FOR ANNUAL PERFORMANCE EVALUATION REPORTS.

B. COMMANDING GENERALS, 4TH MARINE DIVISION, 4TH MARINE AIRCRAFT WING AND COMMANDING OFFICERS FORCE LEVEL UNITS. DIRECT SUBORDINATE COMMANDER/SITE COMMANDER TO:

(1) COORDINATE WITH THE COMMANDING OFFICER, 4TH MAINTENANCE BATTALION TO ENSURE RECEIPT OF UNIT MUSTER SHEETS PRIOR TO THE COMMENCEMENT OF SCHEDULED DRILLS.

(2) MAIL TO OFF-SITE DRILLING RESERVISTS THE SITED MONTHLY DRILL NOTICE.

(3) FORWARD TO THE COMMANDING OFFICER, 4TH MAINTENANCE BATTALION DOCUMENTATION ON ALL REPORTABLE ITEMS/EVENTS FOR REPORTING ON THE UNIT DIARY.

(4) ASSUME JURISDICTION OVER RESERVISTS OFF-SITE DRILLING PER PARAGRAPH 5003 OF THE REFERENCE.

(5) ASSUME RESPONSIBILITY FOR ALL BASIC INDIVIDUAL TRAINING REQUIREMENTS (MBST, PFT, MARKSMANSHIP, ETC.) AND FORWARD RESULTS TO THE COMMANDING OFFICER, 4TH MAINTENANCE BATTALION FOR UNIT DIARY REPORTING.

C. COMMANDING GENERAL, MARINE CORPS RESERVE SUPPORT COMMAND. COORDINATE WITH THE COMMANDING OFFICER, 4TH MAINTENANCE BATTALION, TO MANAGE THE RECRUITING EFFORT FOR THE MOS' LISTED IN PARAGRAPH 3C.

5. THIS POLICY IS EFFECTIVE 1 OCT 98 AND WILL BE INCORPORATED INTO A FORTHCOMING MARFORRES FORCE ORDER.//

BT
NNNN

PLA: COMMARFORRES

START-E-MAIL

MARFORRES on 10/05/98 at 16:39:55

PLA: CG FOURTH MARDIV

START-E-MAIL

MARDIV on 10/05/98 at 16:39:58

PLA: CG FOURTH MAW

START-E-MAIL

MAW on 10/05/98 at 16:39:59

PLA: CG FOURTH FSSG

START-E-MAIL

FSSG on 10/05/98 at 16:40:01

PLA: HQBN MARFORRES

START-E-MAIL

HQBN on 10/05/98 at 16:40:02